

What Does the New Pension Law Mean for Your Benefits?

What's in store for Teamster pension funds under the Pension Protection Act?

Members will start to learn more this month when some Teamster plans officially enter the Yellow Zone and Red Zone.

Hundreds of thousands of Teamsters will get reports this month on the funding status of their pension fund.

These funding notices are required by the Pension Protection Act (PPA) of 2006 which went into effect on Jan. 1—and some of them will have scary news.

Pension plans that are less than 80 percent funded—and that includes a number of Teamster pension funds—have to officially notify participants that their fund is in the “Yellow Zone” (Endangered) or the “Red Zone” (Critical Status).

Some Teamster funds are considering new pension cuts—including the New England Pension Fund, the third largest plan in the Teamsters.

Some pension plans have already implemented belt-tightening. Others will not have any need for pension reductions.

Not all Teamsters will be getting funding notices—and not all funding notices will reveal what

cuts, if any, are being considered.

The law requires most Teamster funds to send out notices by April.

But these funding notices do not have to reveal what actions the pension fund will be taking.

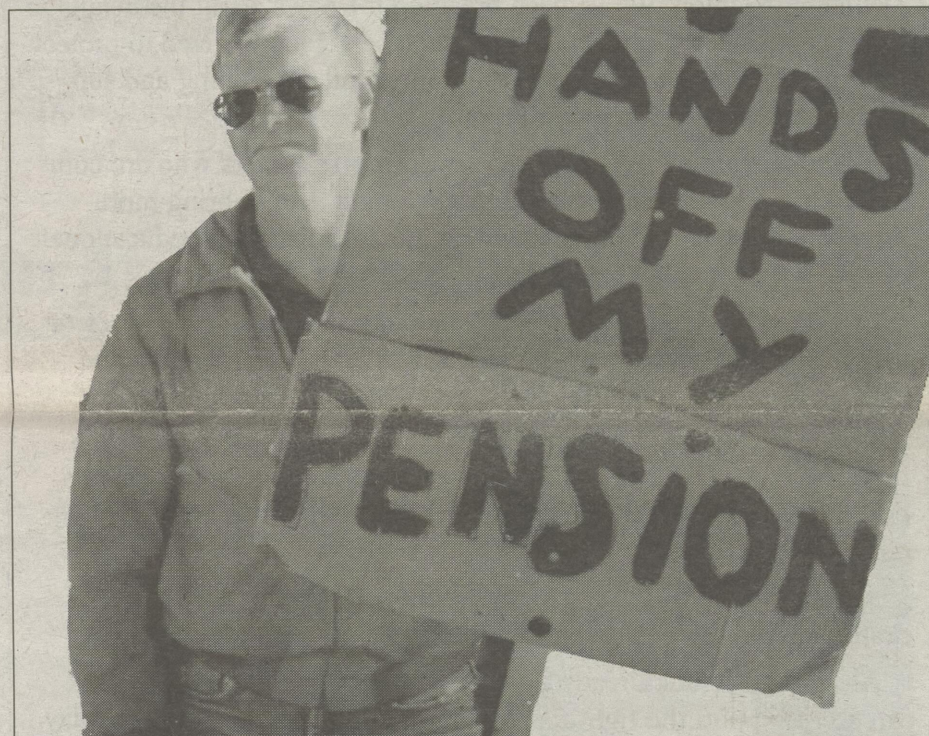
Funds in the Yellow Zone or Red Zone have to put together a plan to improve their funding.

But that plan, which may include cuts in pension accruals, does not have to be finalized for seven months after the funding notice. That's December for most for Teamster funds.

In the meantime, some Teamster funds are moving quickly to implement cuts without consulting or even warning the members.

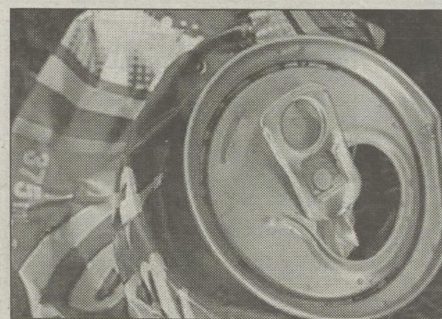
It will be up to Teamsters who are concerned about their pensions to get informed and get involved. Teamsters for a Democratic Union is here to help.

Read our complete pension coverage on pages 3-5 to find out more.



Complete Pension Coverage Pages 3-5.

- ▶ New England Pension Fund Plans More Cuts
- ▶ What the Pension Protection Act Means for You
- ▶ Maryland Teamsters Fight Pension Cuts
- ▶ Pension Act Delivers Benefit Cuts in New Jersey
- ▶ And more...



COLA: Worth Fighting for in Your Contract

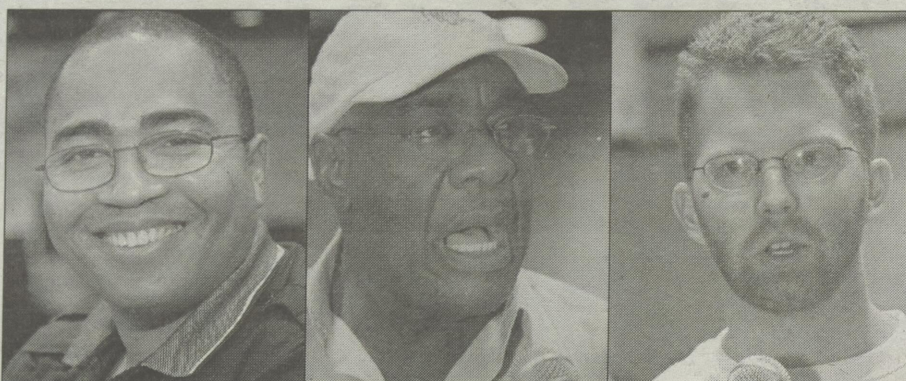
Does your contract have a Cost of Living Allowance (COLA)? With gas prices sky high, COLA is a contract issue worth fighting for. **Page 8.**



Protect Yourself from Harassment at UPS

Using a UPS Daily Log Book can protect you if you're facing production harassment or accused of stealing time. **Page 7.**

Letters From Our Members



Gary M. Brooks

Willie Hardy

Joe Sexauer

A Letter from the TDU Trustees: Help Keep TDU Growing

Dear Brothers and Sisters,

This year has gotten off to a busy start for Teamsters for a Democratic Union. We've been breaking the news about the details in important master contracts, helping members get organized to protect their benefits in New York and Baltimore, and developing and supporting new leadership in our union.

We're expanding our network of working Teamsters who are committed to building a stronger Teamsters union. But to bring more members into the fold and expand on our organizing and educational efforts, we need more resources.

We count on support from Teamsters like you for the resources to grow. To put more TDU organizers in the field, do more legal and educational work, and build a movement strong enough to put our union on the right track for the future.

If you're a TDU member, we'll be asking for your financial support through the mail this month. We hope you'll consider making a generous contribution.

A contribution to TDU is a contribution to the movement for change in our union. You know we'll put every cent to work.

And if you're not already a member of TDU, the best thing you can do to support the fight for the future of our union is to join today.

In solidarity,

Gary M. Brooks, Local 705, Chicago

Willie Hardy, Local 667, Memphis

Joe Sexauer, Local 743, Chicago

PS—You can join or donate online using our secure server. Just go to www.tdu.org and click on the button that says "Join" or "Donate."

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

E-mail: tdudetroit@tdu.org

Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287.

E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Railroad Workers United Founding Convention

On Friday April 11, railroad workers from across North America will gather in Dearborn, Mich. for the founding convention of Railroad Workers United (RWU), a cross-craft inter-union caucus of railroaders drawn from the ranks of all crafts and all unions.

Rank-and-file members and many local union leaders are fed up with lousy contracts in the face of year after year of record profits for the carriers, and they are angry at increasing harassment and lack of respect on the job.

They are disgusted with the corruption of their union leadership, the lack of internal union democracy, and the woeful lack of membership involvement and participation found in many of the craft unions. And they have had enough of the back-biting, back-stabbing duplicity of a craft union leadership which seems all too often far more intent on squabbling with one another than building the unity and solidarity necessary to effectively fight the carriers.

If you work in the rail industry anywhere in North America—the U.S., Canada, or Mexico; if you are a carman, track worker, engineer, trainman, shop worker or other; if you hold membership in the BLET, the BMWED, the TCU, the UTU or any other rail union; if you work for a Class One road or a short line, please join us for this historic convention of ALL rail labor. For more information or to register, call 206-984-3051 or email info@railroadworker-sunited.org

Ron Kaminkow
RWU Steering Committee
BLET Div. 51, Amtrak
Reno, Nev.

TDU International Steering Committee

Co-Chairs:

Frank Halstead, Los Angeles Local 572
Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:

Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

New England Pension Fund Plans More Cuts

The third largest pension fund in the Teamsters Union is reportedly planning new benefit cuts.

Employer and union trustees at the New England Pension Fund reportedly disagree about what kinds of cuts are needed and are debating different proposals.

As *Convoy Dispatch* goes to press, Teamster members in New England have not been informed of these developments by the fund or its union trustees.

In fact a Special Notice about the Pension Protection Act on the fund website says that, "No changes to the Fund...are currently under consideration."

Don't members deserve to be informed about what is happening to their retirement?

In 2005, Teamsters in New England were hit with pension changes without any warning—including the establishment of a minimum retirement age of 57. An uproar from angry members convinced the trustees to make small improvements that protected some members' pensions.

Under the Pension Protection Act, the New England Pension Fund does not need to adopt any funding plan until next year. It may be prudent for the fund to act more quickly.

But don't the more than 75,000 working Teamsters and retirees covered by the fund deserve to be informed about what is happening to their pension fund and their retirement?

The fund could start by posting an accurate Special Notice on its website, sending a mailing out to members and holding pension meetings at Teamster locals covered by the fund where members can hear from the union trustees on the fund.

"Members have the right to know what benefit cuts our Teamster trustees are discussing with the employers," said Dawn Stanger, a Local 597 Teamster. "If there are problems with the fund, give it to us straight. We shouldn't be kept in the dark when our retirement is at stake."

Don't Blindside Us with Cuts

"New England Teamsters should not be blindsided by pension cuts. Members have the right to know what benefit cuts our Teamster trustees are discussing with the employers. If there are problems with the fund, then give it to us straight. We shouldn't be kept in the dark when our retirement benefits are at stake."

**Dawn Stanger, UPS
Local 597, Burlington, Vt.**



Hoffa Lies Again About 'No Pension Cuts'

How many times have officials in the Hoffa administration sold a contract by promising—in writing—that Teamster pensions will be "maintained and possibly improved," only to turn around and deliver pension cuts?

Hundreds of thousands of Teamsters went through this routine before. Now Hoffa is at it again.

In March, 8,000 DHL Teamsters received a bulletin in the mail selling a contract deal. It states:

"The amount [negotiated in the deal] is sufficient to maintain and possibly to improve existing health and welfare and

pension benefits."

It is even underlined and signed by James Hoffa. It's gotta be true, right?

Wrong.

Ask the DHL Teamsters in Baltimore. Their officials just voted to cut their pension accrual to zero. Work all year, get nothing added to your pension credits.

Ask the DHL Teamsters in New England, where pension cuts are coming.

A wise old saying: fool me once, shame on you; fool me twice, shame on me.

Teamster members need to stop being played for the fool by top officials who enjoy millionaire pensions.



New Jersey Local 641:

Pension Act Delivers Pension Cuts

Teamsters in New Jersey Local 641 were hit with major pension and health and welfare cuts on March 10—just nine days after the Local 641 pension fund announced it was in critical status (the "Red Zone").

Effective June 1, the pension accrual will be slashed to one percent—the lowest amount allowed for plans in the Red Zone. The minimum retirement age was raised to age 57 with stiff annual reductions for pension benefits for Teamsters retiring below the age of 62.

Under the Pension Protection Act, Local 641 did not have to classify their fund in the Red Zone until June and did not have to adopt a plan or implement any cuts until June of next year.

The fund acted on a much accelerated pace—which may be financially prudent.

But coming without any warning, the announcement blindsided members and left some Teamsters scrambling before the June 1 deadline when the changes take effect.

The Local 641 Welfare Fund also introduced major cuts to in health benefits for both working Teamsters and retirees.

Members were informed of the benefit cuts at a March 9 general membership meeting and through a notice from the fund dated March 10.

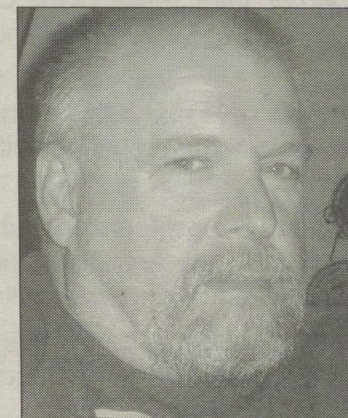
The cuts in Local 641 reveal how quickly Teamster funds may move in some cases to reduce benefits, now that the Pension Protection Act is in effect—and serve as a warning to Teamsters to get informed now.

A Warning from Local 641

"We were broadsided when pension cuts were made in my local with no warning. I feel like I was slapped in the face. Some drivers on my job are scrambling to retire now before the cuts take effect in June.

"My advice to all Teamsters: Don't wait for the other shoe to drop. Ask questions now. Don't let what happened to us in Local 641 happen to you."

John Roncinske, Yellow, Local 641, Union, N.J.



The Pension Protection Act: What It Means for You

In April, hundreds of thousands of Teamsters will be getting a report from their pension fund on its funding status.

A new law, the Pension Protection Act (PPA) of 2006, requires that these reports be mailed to members that participate in pension plans that are less than 80 percent funded.

Get the facts on your funding notice and what your pension plan's funding level could mean for your benefits.

► **What information will be in the April funding notice?**

Most participants—Teamsters and retirees—in Teamster pension plans will get a notification of their plan's funding status in April.

These notices will contain a lot of technical terminology, but basically will reveal whether the plan is well-funded (in the "Green Zone"), endangered ("Yellow Zone") or in critical status ("Red Zone").

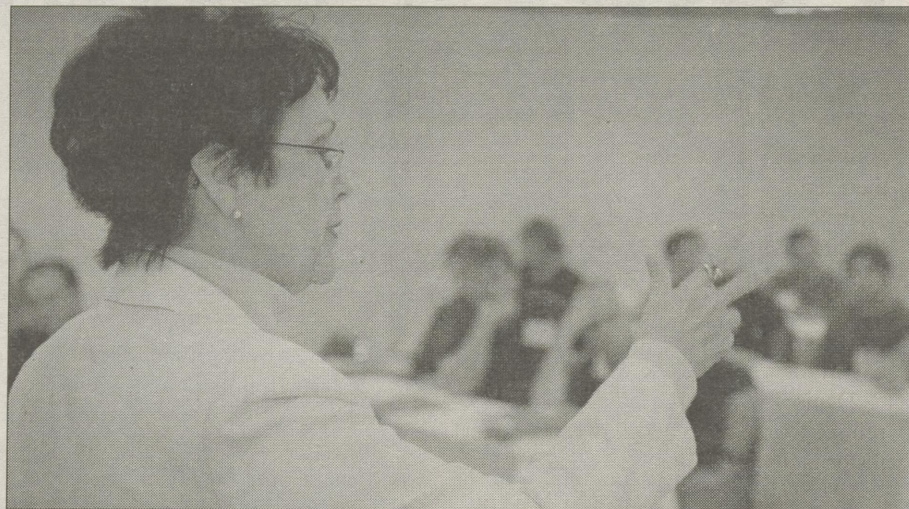
This determination is based on the funding ratio and also whether the fund

anticipates a situation in the next 5 to 7 years in which more would be paid out in benefits than is coming in from employer contributions and investment earnings.

► **Will all Teamster funds send out notices in April?**

Most will. The PPA requires all funds to send out a notice within 120 days of the end of their fiscal year. The fiscal year for most Teamster plans runs from Jan. 1 to Dec. 31. So the 120-day deadline falls at the end of April.

But some Teamster plans set their fis-



Pension attorney Ann Curry Thompson answers questions from concerned members at a TDU pension workshop. If you would like to set up a pension workshop in your area, contact TDU at (313) 842-2600.

cal year differently. The New England Fund is on a Oct.-Sept. fiscal year so they are not required to send out a funding notice until next January.

The Local 710 fund's deadline is May. The Local 688 plan's notices do not have to go out until September.

► **Will the notice tell me whether the plan will be making cuts or improvements?**

In most cases, no. Some Teamster plans may issue statements at the same time saying what they are planning or what they anticipate in the future.

► **Does it mean there will be pension cuts if a fund is in the Yellow or Red Zone?**

No. Being in the Yellow Zone or even the Red Zone does not mean there will necessarily be any benefit cuts.

For example, the Central States Plan has already cut the accrual rate and made a rule that employer contributions must go up by eight percent per year. The director has stated that there will be no further cuts.

All funds that are in the Yellow Zone or Red Zone must adopt a plan to improve funding over a specified period of years (normally more than 10 years) to reach specified levels of funding.

A Funding Improvement Plan or Rehabilitation Plan does not need to be adopted until Dec. 1—and even later in some cases. These plans must go into effect by next year.

Some funds are acting more quickly and implementing cuts ahead of schedule—without any prior notification or consultation with Teamster members.

► **Who makes these decisions?**

The fund trustees do. Half of the trustees are appointed by the union, and half by the employers. Teamster leaders

control 50 percent of the votes and have a lot of power over the fund, if they choose to use it.

► **Can the trustees cut benefits that I have already earned? Can retirees' benefits be cut?**

Retirees' benefits cannot be cut. In most cases, it is also illegal to cut pension credits that working Teamsters have already earned. There is an exception for funds in the Red Zone: they could cut some already-earned benefits of Teamsters who are not yet retired. Hopefully this extreme case will not come to pass.

► **How can concerned Teamsters have a voice in these decisions?**

First, we can get informed.

Under the Pension Protection Act, our pension funds are required to provide unprecedented information to members, including actuarial valuations and financial reports. The right to this information was won after a lobbying effort by Teamsters for a Democratic Union and the Pension Rights Center.

Now TDU is assisting members in acquiring this information from their pension funds.

Second, we can demand accountability from our union trustees.

Teamster members should not be blindsided by pension cuts. Our union officials that serve as pension fund trustees can and should report to members on what cuts, if any, employer trustees are proposing, what union trustees are counter-proposing, and how working Teamsters can be affected by the options being considered.

These funds belong to working Teamsters. It's our money. We have the right to be in the loop about the decisions that are being made about our retirement.

of the agreement.

"Red Zone" – Why it is better than the "Yellow Zone"

Although the Pension Fund continues to face challenges, its status as a "red zone" plan under the PPA offers certain advantages – especially compared to the possibility of the fund being in the Yellow Zone. Under the PPA,

Central States Fund in the Red Zone

"Red Zone"—Why it is better than the 'Yellow Zone'." That's the surprising headline that appeared in a newsletter issued by the Central States Fund in March.

Most pension funds want to stay out of the Red Zone. But Thomas Nyhan, the director of the Central States Fund, told union officials last December that he wanted to steer the fund's documents so that it would end up in the Red Zone. Now he has.

Nyhan says that being in the Red Zone is advantageous in the case of Central States because it will allow the fund to chart a longer period—beyond ten years—to bring its funding level up to a high level.

Central States Teamsters should not be faced with any further pension cuts, however. The fund already has lowered the accrual rate to one percent—the lowest allowable for a plan in the Red Zone.

A one percent accrual means that each year a Teamster increases their monthly pension amount by one percent of the contributions for that year.

The accrual rate in 2008 for a freight Teamster who works all year will be \$136.

Maryland Members Launch Petition Drive:

Local 355 Pension Fund Cuts Accrual Rate to Zero

Members of Maryland Local 355 are getting organized and have launched a petition drive to take on pension cuts in their fund.

In March, the trustees of the Local 355 Pension Fund cut the annual accrual rate to zero. That means that members' pensions are frozen and working Teamsters are earning zero retirement benefits for any of their hours worked since March.

Denis Taylor, the head of Local 355, refuses to give members any timeline for restoring their pension benefits.

"This is the fourth cut we've had in our pension and health and welfare funds—and together the cuts will cost me about \$500 a month when I retire," says Art Dorsch, a 32-year Teamster at UPS. "Our members want to know when their benefits will be restored. We're taking our petition drive across the local to let Taylor know we need a timeline."

When Will the Cuts End?

Last year, a UPS Teamster in the Baltimore fund earned an accrual of \$191. That means they earned \$191 toward their monthly pension check for working in 2007.

But effective March 1, trustees reduced the accrual to zero. That means Local 355 members in the pension fund stopped earning any additional money

toward their pension.

This comes on top of other cuts in recent years, including increases in the cost of retiree health and welfare.

The Local 355 plan covers over 3,500 members around Baltimore. Teamsters on Maryland's Eastern Shore are covered by a separate plan that has also seen cuts in recent years.

Fund in the Green Zone

When he announced the cuts, Taylor told members that the fund is now in the "Green Zone", thanks to the pension freeze. Without the freeze, the fund would be in the "Yellow Zone", Taylor said.

Under the Pension Protection Act, every pension fund will issue a report to members this year (for most plans it will be in April) informing members of its funded status. The Green Zone means a plan is well-funded. The Yellow Zone means the plan is less than 80 percent funded and must adopt a funding improvement plan. Currently the Local 355 plan is 81 percent funded.

Local 355 officials told members that the fund would have problems by 2009 if they did not cut the accrual to zero now.

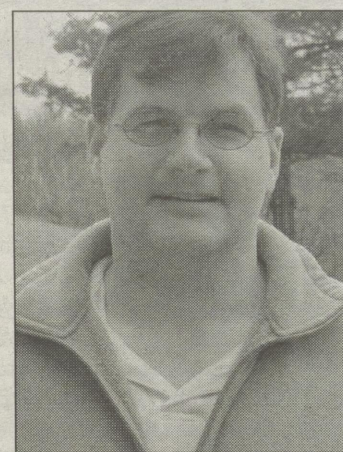
Several Teamster funds have lowered pension accruals, but cutting the accrual to zero is an extreme step.

We Need Straight Talk, Not a Sales Job

"Last year, when we were voting on the new UPS contract, Denis Taylor came down to our center and told us to vote Yes for the contract. He told me personally that the money in the new contract would be enough to prevent a cut.

"He should have had a plan to protect our benefits; instead all he gave us was a sales job."

**Gary Payne, UPS Feeder Driver
Local 355, Baltimore**



Unanswered Questions

Officials are blaming the cut on the poor performance in the stock market since 9/11. Over the last eight years the fund has earned an average of 6.1 percent returns—less than the fund's 8 percent target.

But for the last four years, the fund has averaged an 8.3 percent return—a little above the target.

Members are left wondering why these cuts are coming now, even though the biggest employers—UPS and freight—will be paying a good bit more

into the fund starting Aug. 1.

"Last year, when we were voting on the new UPS contract, Denis Taylor came down to our center and told us to vote Yes for the contract," Payne said. "He told me personally that the money in the new contract would be enough to prevent a cut. He should have had a plan to protect our benefits; instead all he gave us was a sales job."

If you'd like to get involved in the Local 355 petition drive, contact Teamsters for a Democratic Union at (718) 287-3283 or info@tdu.org.

Local 804 Teamsters Prepare for Bylaws Vote on Contracts and Pensions

Teamsters in New York Local 804 will vote this month on bylaws changes that will put more pension and contract information in the hands of the membership.

The first bylaws change will require the Local 804 Executive Board to include a report on the Local 804 benefit funds at every general membership meeting.

For ten years, the Local 804 pension fund earned dramatically substandard investment returns—resulting in a \$100 million shortfall in the fund. But members never knew a thing about it.

The fund's poor investment record and \$378 million overall funding shortfall only came to light when some Local 804 Teamsters obtained a leaked copy of a pension fund actuarial report. By then, the fund had voted to cut the pension accrual by 30 percent.

"During the last contract, we were hit with a lot of propaganda from the compa-

ny about our pension and very few members really felt like we had the facts. Having reports at our meetings will help members know what is happening with our fund so we can act as watchdogs when we have to," said Chris Sabatino, a package car shop steward.

"Informed members mean a stronger union and stronger pensions, and that's our goal," Sabatino said.

A second change mandates Local 804 to set up a Contract Committee to inform and mobilize Local 804 members when a new contract is being negotiated.

When members were kept in the dark during the last contract, they launched the *Local 804 Make UPS Deliver* network.

The network held meetings, issued contract bulletins and led a Vote No campaign that defeated a weak contract recommended by both UPS and Local 804.

By voting No by a nearly three to one

Give the Members the Facts

"During the last contract, we were hit with a lot of propaganda from the company about our pension and very few members really felt like we had the facts.

"Informed members mean a stronger union and stronger pensions, and that's our goal."

**Chris Sabatino, Package Steward
Local 804, New York**



margin, Local 804 members won a new contract that restored their pensions without giving in to the company's demand to eliminate 25 & Out pension benefits for new employees.

"UPSers remember 1997 and we know that we win better contracts when members are informed and not kept in the

dark," said Ken Reiman, a package car driver in Melville, N.Y.

"We don't want another weak contract like this last one. By itself, voting Yes on this bylaws change won't win us a good contract, but will send a message about what members want our union to do the next time we're in negotiations."

Carhaul Bargaining Begins

Negotiations for a new national carhaul agreement have begun at a difficult time for Teamsters.

Now is the time to stand united to protect our gains and to reunite our national contracts.

Over 40 percent of U.S. Teamster carhaulers are employed by Allied Automotive Group and work at 17.5 percent below union scale, with another two years to run on their concessionary deal.

Another 20 percent, employed by PTS, await the sale of their company as it exits bankruptcy. As of mid-March, the initial auction to buy PTS was postponed because there was only one qualified bidder. The company has not revealed the

identity of the bidder, but insiders report that it is Black Diamond Capital, PTS's largest creditor.

PTS CEO Jeff Cornish has stated in a letter to employees and in meetings with Teamster officials that the company will emerge from bankruptcy with less debt and stronger, but a high priority will be getting an acceptable labor contract.

The remaining carriers—Jack Cooper and PMT, Cassens, and Active—are looking to get a piece of the concession candy store.

A Two-Year Contract?

Teamsters for a Democratic Union (TDU) surveyed carhaul stewards and members on bargaining a two year contract to get all the carriers back under one contract when Allied's deal expires, and got a very positive response. IBT Carhaul Director Zuckerman has not commented but reportedly intends to bargain another long-term contract.

The Hoffa-Zuckerman plan of getting PTS and Allied both under the ownership of Ron Burkle, and counting on Burkle to look out for Teamster interests, is not working.

The Teamster contract proposals presented to the employers are available at www.tdu.org or by contacting TDU. For

"35 years I've been in this union and it's never been worse. We need to say NO to Hoffa and any more givebacks. Allied never should have been allowed to go their separate way. All that did was bail out bad management, line Burkle's pockets and set up the rest of us for concessions.

"We need to bargain a contract that gets us all back together—and not at reduced rates. Only the membership can pick this union up off the mat and send a strong message that we need a decent contract and won't settle for anything less. It's our vote and we need to make it count."

**James "Mike" Health, PTS
Local 580, Lansing, Mich.**



the most part they are minimal in nature but do contain a number of positive proposals.

Hold on to Our Standards

Carhaulers are not expecting to get fat raises in this bargaining round, but we need to hold onto all the gains we have worked hard for over the years. The employer benefit contributions (health and welfare and pension) will go up \$1 per year, to match the standards set in

earlier contracts.

If the cost of living clause is made effective in this year of soaring gas and food prices, there will be a cost of living increase of 32¢ on June 1 (0.8¢ running mile and 1.6¢ loaded mile). In the last contract the COL clause was not in effect the first year (See page 9).

Most important at this time is to protect every gain we have won over the years, and reunite our national contract with all Teamster carhaulers under one contract.

It's Your Contract: What Do You Think?

What are the issues that matter to you? And what should our union do to protect our standards?

We want to hear from you. Send an email to info@tdu.org or call (313) 842-2600.

Teamster Whistleblower Gets \$250K at UPS

A Teamster mechanic is a quarter million dollars richer after the Occupational Safety and Health Administration settled a whistle-blower complaint at UPS.

Teamster Local 687 member Dan Petersen was fired by UPS after he reported trucks at its Watertown, N.Y. building were unsafe. Petersen removed inspection stickers from four trucks in March 2006 because he says they had cracked frames and were unfit for the road.

Four days later, UPS fired him for alleged "falsification of company and legal documents, poor workmanship in the repairs you made to the vehicles and failure to follow methods and procedures."

The federal Occupational Safety and Health Administration and the New York State Attorney General's Office both

launched investigations.

OSHA settled with UPS after the company agreed to pay Petersen \$254,000 and pledge to "not in any way interfere with, coerce or restrain its employees from exercising their rights..."

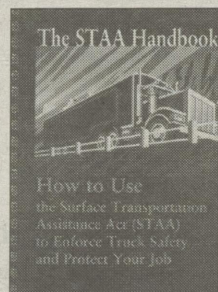
Petersen has also tentatively settled a lawsuit against the company. The tentative settlement awaits approval by a judge and the terms remain confidential.

UPS admitted no wrong-doing, showing it's easier to get Brown to pay up than to come clean.

Whistle-blower protections protect workers' rights to report safety and health problems without fear of termination or retaliation.

To learn more about your health and safety rights, including whistle-blower protections, contact Teamsters for a Democratic Union.

Enforce Truck Safety & Protect Your Job



The STAA Handbook

Find out how you can use the Surface Transportation Assistance Act to enforce safety and protect your job

\$8 each

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Return to: TDU, PO Box 10128, Detroit MI 48210.
Order online at www.tdu.org or call (313) 842-2600

UPS Package Car Drivers:

Protect Yourself from Production Harassment

Management harassment is a fact of life for UPS package car drivers.

Keeping track of your day can give you back up if you're facing production harassment or accused of stealing time—and it can help back off management too.

The UPS Committee of TDU has produced a Daily Log Book used by many UPS drivers.

"Management is less likely to pick on the drivers who pay attention and keep track of their days," says Mark Day, a package car steward in Chicago Local 705. "When they know you're prepared for them, they tend to leave you alone."

Shop stewards and other active Teamsters also use the log books to track management as closely as they track us—by keeping tabs on comments and instructions from supervisors.

That can help defend Teamsters from unfair discipline.

What to Track

"I use the logbook every day," says David Manolis, a package driver in North Carolina Local 391. "The company gathers so much information on us. I use the logbooks to help me deal with whatever they throw at me."

The logbook contains a chart to record the basic facts every UPS driver should track each day.

- When you punch in and out
- When you leave and return to the building
- Overtime
- Pick-ups
- Total stops
- Driver release stops
- Your car number
- Road conditions
- Total miles
- Lunch and breaks

- Problems and delays
- Comments and instructions from supervisors

"Look out for anything unusual in your day, and make a note of it," says Dan Campbell, a former package car driver and business agent. "Bad traffic; a load with a lot of out-of-the-way stops; poor driving conditions."

One day to keep especially good notes is when a supervisor is riding along. If your load is set up like they are making a training video, take note.

Track Management Like They Track You

The log book includes blank pages to keep track of unusual conditions or comments from supervisors.

"When a supervisor gives you an order that doesn't fit with standard procedures, write it down and date it," recommends Ronald Dimsey, a package car steward in New Jersey Local 177.

The more drivers who are using the log books, the better drivers can protect themselves and each other.

Dimsey recently bought 100 logbooks and gave one to every driver in his center.

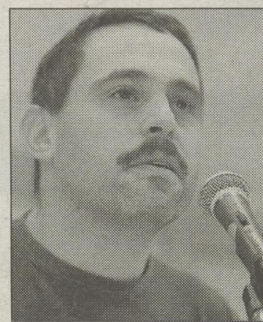
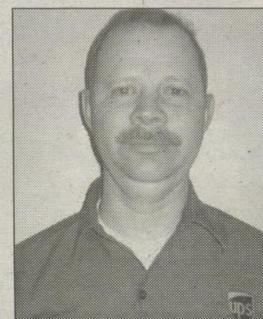
"In my center, the company tried to come after a driver for a claim on a Driver Release package," recalls Dan Scott, a package car shop steward in Seattle. "We had several drivers come forward and say that they were told by supervisors to DR in that same area."

"Having that kind of information in a log book is invaluable," Scott said.

Prevent Harassment

"The logbook gives you a snapshot of your day in case management has questions later. You're a lot safer trying to prevent a problem than trying to defend yourself once you have a problem."

Ronald Dimsey
Package Car Shop Steward
Local 177, New Jersey



"Management is less likely to pick on the drivers who pay attention and keep track of their days. When they know you're prepared for them, they tend to leave you alone."

Mark Day
Package Car Shop Steward
Local 705, Chicago

Defend Yourself, Don't Be Defensive

TDU's Daily Log Book is designed to help members who are accused of stealing time or another disciplinable offense defend themselves.

"The logbook gives you a snapshot of your day in case management has questions later," Dimsey said. "In New Jersey, management is starting to crank up the pressure on area trace. When they want to know why you deviated from your route, you're able to tell them why."

Use the logbook to defend yourself. But don't be defensive.

Teamsters cannot be disciplined for production, and the log books are not designed to play into management fishing expeditions about your numbers.

"If you're not stealing time, then you

don't owe management a whole song about every minute of your day" said Scott.

Improving an explanation can create a bigger can of worms and open the door to UPS management's favorite charge: dishonesty.

Following UPS's rules—instead of rushing to boost your production—is the best way to protect yourself.

"Don't work off the clock. Don't take personal time on the clock," Scott said. "Within that we don't need to pay attention to their numbers."

Still it never hurts to have written records to back you up.

"You're a lot safer trying to prevent a problem than defending yourself once you have a problem," says Dimsey. "That's what keeping good records is all about."

Preventing Pay Problems

TDU log books can help UPS Teamsters track their hours and correct pay problems—so can the collective bargaining agreement.

Under the new contract you can make a written request to management for a record of your hours worked if you think you have a pay problem.

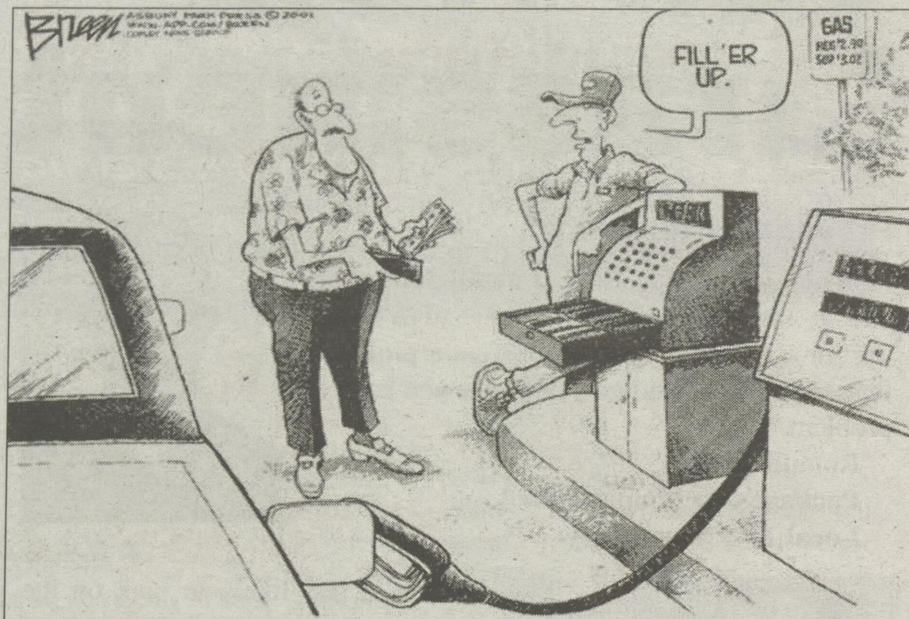
New language in Article 12 gives every driver the right to inspect their time recorded on the DIAD for the previous day, plus their operation record for the current pay period.

Keeping a close eye on your time worked can be especially important for combo drivers who experience the bulk of inaccurate paychecks.

UPS Daily Log Books	
\$3 each • \$2.50 each for 5 or more	
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City _____	State _____ Zip _____
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Gas Prices Killing You?

Will You Get a Cost of Living Raise?



Freight Lines

\$14/Hour Jobs Posted on YRC Websites

Before the new contract took effect, and with thousands of Teamsters still laid off, Yellow, Roadway and USF Holland started advertising for \$14 per hour casuals. YRC management has made no secret of their intent to make use of the contract language that allows for the influx of part-time dock workers at the low rate.

With respect to laid off Teamsters, it's important to check the language for your supplement. The Central States Local Cartage, Article 61, Section 1 states "...four (4) hour casuals may be used to supplement the regular workforce if all available regular employees at the applicable Employer facility are working or scheduled to work."

Racking up Organizing Wins at UPS Freight

As we go to press, the International Union has reached a tentative agreement for a national contract at UPS Freight. UPS Freight Teamsters will get to vote on the new contract, and they need to take a close look at the agreement and make an informed choice.

All Teamsters can be proud of the impressive organizing taking place at UPS Freight. These brothers and sisters are joining our ranks to ensure a better future for themselves and their families. That future will be determined first and foremost by the negotiated contract.

The Indianapolis contract has been in place now for some months. What improvements can be made on it? With our union now bargaining for over 9,000 (and growing) UPS Freight Teamsters, we're a lot stronger than during the initial Indy bargaining.

Having a strong at UPS Freight is crucial for building a strong future for all freight Teamsters.

The UPS, freight and carhaul national contracts all have a Cost of Living Allowance (COLA) clause, to help protect against inflation eating away our wages. Teamsters are asking, with gas prices heading toward \$4, will we get a COLA raise?

► For UPS Teamsters the answer is *No*.

► For freight Teamsters, the answer is apparently also *No*.

► For carhaulers, it is *Maybe*.

► For DHL Teamsters, it is *Yes*, according to the proposed tentative agreement.

What's up?

As prices for essentials like gas and milk go sky high, why will there be no cost of living raise for UPS Teamsters? Because the UPS contract has language specifying no COLA for 2008. The next time any adjustment is possible is August 2009.

When it comes to a cost of living clause, the details really count.

The freight contract language, as posted on the IBT website (Article 33) seems to indicate that Teamsters should get a COLA increase on April 1. However, other language received from the IBT regarding COLA states "No change except change dates to make effective in new agreement." Apparently this language means *No*.

The proposed DHL tentative agreement states that COLA will be paid on April 1, 2008 (Article 21, Section 2 of proposed deal). We have calculated that it will be *16¢ per hour*. Not enough to fill your tank, but certainly some help.

That same 16¢ is what freight Teamsters would have gotten this April 1.

But frequently our national contracts leave the COLA out for the first year of the contract.

Carhaulers should get a COLA increase of 32¢ in June, assuming that the same clause in the existing contract is retained (the contract expires May 30) for this first contract year. Unfortunately Teamsters at Allied will get nothing, because of concessions signed last year.

Why twice as much for carhaul? Because the carhaul contract COLA formula pays exactly twice as much as the freight clause does. The mileage pay increase for carhaul (assuming the clause is in effect this year) will be 0.8¢ per running mile (1.6¢ per loaded mile).

The Devil in the Details

UPS and freight Teamsters get zero, DHL Teamsters get 16¢ (at least according to the language of the proposed deal), carhaulers will get 32¢ if the present clause is retained for the first year of the contract.

The 16¢, which is far less than one percent of wages, covers only a tiny fraction of inflation. Inflation during the period specified in the contract (January 2007 to January 2008) was 4.6 percent. *This means a Teamster making \$23 per hour lost \$1.06 an hour to inflation in one year.* The formula in our national contracts, except carhaul, is very weak.

This shows that when it comes to a cost of living clause, the details really count.

Our national contracts have some protection against runaway inflation, but few local contracts do. It's not an easy item to bargain with most employers. But with inflation heating up, it may be time to put it on the bargaining agenda wherever possible.

In times of economic uncertainty, this is a Teamster contract issue worth fighting for.

Ask the Teamster Troublemaker: Horsetrading Grievances

For the last two months, I can't get any of my grievances on excessive OT paid. My BA is waiving the penalty pay and taking a promise from the company that it won't happen again. I think he's trading away my grievances. Is there anything I can do?

Not Horsing Around

Dear Horsing,

It's never supposed to happen—but we all know grievances get "horse-traded" sometimes. UPS management has even been known to step up violations in order to create more grievances it can trade away.

There's no magic wand to stop horse-

trading. But there are some steps you can take to improve the situation.

First of all, you've got to stick to your guns. Let your BA know you really care about the grievance, and you're not going away—call him, talk to him after your union meeting. Be helpful and suggest witnesses to interview.

A lot of horse-trading in freight and UPS takes place at the regional panel meetings where our officials and the employers get together to decide on grievances (and sometimes eat, drink, and golf together, too).

You have the right to attend your panel hearing—at your own expense. Going to a panel could make it harder for your

grievance to be traded away.

When we have a grievance that everyone cares about, we take up a collection to help the member pay for gas and a hotel room.

It's really easy for management and the union to push your issue to the side if you're the only one raising a stink. If you can get more members involved, it's going to be harder for them to sideline you. That is probably the single most important answer to your question.

Who Is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker." *Ask the Teamster Troublemaker* is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.

Ask The
Teamster
Troublemaker



DHLers Debate Contract

DHL Teamsters are voting on their future. The deal has sparked opposition from a broad network of stewards and members.

In mid-April some 8,000 DHL Teamsters will get ballots to vote on a proposed national contract that would allow the company to hire an unlimited number of low-wage part-timers.

The deal has generated opposition, not from a few dissidents, but from a broad network of stewards and long-time Teamsters who have held meetings and conference calls, issued emails and leaflets, and sparked a nationwide debate on the contract.

The International Union is using all its resources to sell its proposed deal. The point man behind the bargaining and sales job is President Hoffa's special assistant Brad Slawson.

Slawson has played on members' insecurities about the company's future. DHL, which is part of the largest transport corporation in the world, is losing money in the U.S. due to poor operational management.

Lack of Protections

The International Union has hyped the small protections provided to drivers in the short-term while downplaying the long-term threats to good, full-time jobs and union power.

The agreement allows DHL to gradu-

ally convert all sort, airport and dock work to part-time. Even if current full-timers are laid off, part-timers can be hired at less than half wages.

If all full-timers are working, the deal allows for part-timers to be used as afternoon drivers, up to 15 percent of the full-time complement.

Union protection is lacking. There is no percentage limit on part-timers in terminal operations.

If the contract is approved, the first impact will be to take overtime opportunities away from drivers. The long-term effect is worse: the company will move toward majority part-timer operation, with union strength greatly weakened.

In exchange, the deal includes a "red circle by name" provision so that current full-time drivers cannot have their jobs eliminated. Benefit contributions will match UPS, but full-time wages will fall to \$7 an hour behind the UPS rate by the end of the contract.

The Teamsters Union will get more dues from part-timers, and a card-check agreement to allow some 1,200 gateway workers to become Teamsters under a cut-rate contract that Slawson will negotiate.

This is a one-sided deal.

DHL Teamsters Speak Out

"Teamsters at the call center in Boise are concerned about our future. We understand there is a role for part timers and some flexibility.

"However, to agree to concessions for part timers that call for wages of \$12/hour or less, no benefits, and no scheduled shift times is too much to give. We're looking for a decent and fair contract that includes strong language on our job security. We need to protect good union jobs."

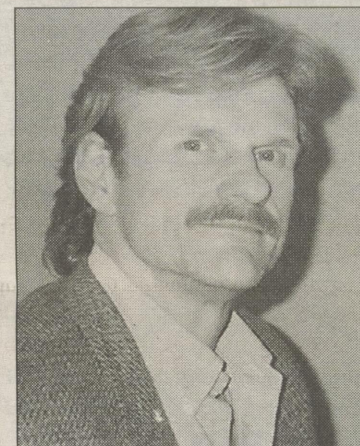
**Christine Brozowski, DHL
Local 483 Steward, Boise**



"If DHL wants part timers and a UPS-type operation then they need to pay UPS wages and benefits. We're Teamsters in the same part of the transportation industry and it's a shame how far we've fallen behind.

"Our brothers and sisters at DHL in Chicago and New York are making more than \$24/hour today. We need the same or better."

**Doug Riddle, DHL
Local 600, St. Louis**



On the Road to Union Power?

Teamster Viewpoint

The IBT leadership argues that we need to give DHL concessions to help the company compete in the future with UPS and with FedEx.

But many Teamsters are asking what these concessions will mean for our future and our union's. The proposed contract will let DHL convert over time to a company where the majority of the jobs are low-wage, dead-end jobs.

History has shown that these concessions will increase company profits. But they will also undermine our benefit funds and union power.

As DHL Teamsters debate how to vote on the proposed contract, we need to ask ourselves: is our union on a road that will build power for Teamsters in trucking?

Devil's Pact with UPS

In 1982, our union made the part-time devil's pact with UPS—and allowed the

company to create \$8/hour part-time jobs. By 1997, nearly two-thirds of UPS Teamsters were part-timers stuck in low-wage, dead-end jobs.

The wage and benefit divide weakened Teamster unity.

The 1997 UPS strike victory was about reversing the slide to a weaker Teamsters union. Over the last ten years, that victory eliminated 42,000 low-wage part-time jobs and combined them into 21,000 new full-time jobs. (20,000 in the national agreement plus more in the Local 705 and 710 agreements.)

That clause has brought UPS back from being majority part-time to approximately 50-50 full-time and part-time.

Hoffa's UPS Giveaway Set the Stage for DHL

If the full-time job clause had been maintained in the new UPS contract, a

total of 64,000 part-time jobs would have been replaced with 32,000 new full-time jobs, and the balance would have been tipped to a clear majority of full-time jobs.

Instead Hoffa surrendered our 1997 strike victory and gave UPS a five-year deal where they don't have to create a single full-time job by combining part-time jobs. That set the stage for DHL.

The union officials who argue that DHL has to compete with UPS by converting all inside operations to part-time should look in the mirror. Many are the same who supported the UPS give-away.

Wrong Direction

When evaluating a contract we have to ask: what does it deliver now and what does it position us to win in the future?

The part-time giveaway in the proposed DHL contract will boost the company's profits and it will boost our union treasury with part-timer's dues and initiation fees. But these gains will come at the expense of union power—and of

Teamster benefit funds.

One highlight of the proposed deal is higher pension contributions, but that alone will not strengthen our pension funds if our employers are allowed to convert to a majority part-time operation with most employees locked out of Teamster pension funds.

Is our union on a road that will build power for Teamsters in trucking?

We're on the wrong road. Many Teamsters know it—including tens of thousands of Teamsters at UPS, in freight and at DHL who have not supported the sweeping concessions in the contracts negotiated by the Hoffa administration this year and last.

TDU is about uniting us together to rebuild Teamster Power—by fighting for contracts that deliver improvements for working Teamsters today and a stronger union tomorrow.

“There’s a New Sheriff in Town”

Members in Chicago Work to Build a Stronger Local 743

After years of apathy and neglect, members and new officers in Chicago Local 743 are working together to turn their union around.

Last year, the Local 743 president resigned and his replacement was indicted for stealing the 2004 election. In October, the membership of Local 743 elected a reform slate of officers to the union’s top spots.

“For years, members got no information from our union. No one ever talked to them. They never knew what was going on with the union,” says Yvette Gardner, a Local 743 member at Provident Hospital. “Now there’s a new sheriff in town.”

Membership Education

Since taking office in January, the new local leadership has brought members from across the local together for a series

of educational workshops.

The workshops have covered legal rights on the job, the grievance procedure, and organizing skills—and there are more planned.

The new leadership has also created new stewards positions and recruited some of the most active members into these positions.

At Provident, Gardner became the new steward for her unit. She has scheduled a meeting with her co-workers and new president Richard Berg so that the members can discuss their problems directly with their top officer.

Even with new leadership, management hasn’t let up their harassment of members, reports John Watkins, a member at the University of Chicago Hospitals. “It’s all out war. They write people up. Fire them. Management does whatever they can get away with,” Watkins says.

“The Local 743 workshop was a good step forward. I want more of my co-workers to attend. You’ve got to participate and get involved to make our union stronger.”

**John Watkins, Local 743
Univ. of Chicago Hospitals**



“The workshop was a good step forward. I want more of my co-workers to attend. You’ve got to participate and get involved to make our union stronger.”

Years of Neglect

Weak contracts are another challenge for the new leadership. Local 743 has over 120 agreements—on average, three

contracts expire each month.

Local 743 officers and members are putting together plans to build membership-based contract campaigns to help members have a voice in their contracts.

“We have years and years of mess to clean up,” Gardner says. “It just doesn’t happen overnight. We’re only three months into it—we’re going to stick with it and get results.”

Members Help Protect Family and Medical Leave

by Frank Halstead
Ralphs, Local 572
Los Angeles



The Family and Medical Leave Act (FMLA) is once again under fire from Corporate America.

On Feb. 11, the Department of Labor issued proposals for changes that would open up new loopholes for employers to deny leave to workers who need to take time off for an illness or to take care of a family member.

These new rules are not a done deal. We have until April 11 to make our voices heard and help protect our family and medical leave.

Management’s Wish List

These new proposals read like a management wish list.

Currently, an employee must give the employer verbal notice of why they are taking leave, and how long they expect to be out.

Under the new rules, an employee would have to tell the employer: (1) why they are taking leave and how long they expect to be out; (2) that they cannot perform their job functions or that a family member cannot perform his or her daily activities; and (3) whether or not they intend to visit a healthcare provider.

If an employee forgets any one of these magic words, the employer could deny their FMLA leave.

Another rule under consideration would make it harder for workers with chronic health problems—like back pain or asthma—to take intermittent leave.

The new rule would require a detailed back-to-work fitness report from a doctor every thirty days—even if a worker took only one or two days leave in that period. Workers on intermittent leave could have to get as many as 12 fitness reports a year.

What Can We Do?

The Department of Labor is accepting public comments on these new rules until April 11.

Employers are using this opportunity to flood the DOL with comments.

Many pro-labor attorneys, like Robert Schwartz, the author of the Legal Rights of Union Stewards and the FMLA Handbook, are already speaking up.

But the DOL needs to hear from us working Teamsters too.

Here’s what we can do to help stop these changes:

- **Send in comments to the DOL.** To comment online, go to www.tdu.org/fmla and follow the link at the bottom. You can use the sample comment in the box.
- **Post bulletins at work.** TDU has made a new bulletin to let members know

Help Defend FMLA: Send a Comment Before April 11

Below is a sample comment you can send in to the Department of Labor to help defend FMLA. We have until April 11 to send in a comment to the DOL. You can send a comment online by going to www.tdu.org/fmla.

I am writing to comment on the new FMLA proposals that are currently under consideration as final regulations. I am a covered employee under the FMLA, and I am concerned that the new regulations will make it more difficult for me to take qualified leave.

Two new proposed regulations would make it harder for employees to exercise their right to leave under the FMLA.

The new regulations under sections 29 CFR Sections 825.302(b) and 303(b) are too technical and detailed, and could give employers an excuse to deny leave to workers who should qualify for the leave by requiring employees to say the “magic words” to properly notify employers of their leave.

The proposed Section 310(g) would also make it harder for workers to use the leave they are entitled to. By requiring a fitness report for even one day off work, this new rule would make it harder for workers who suffer from chronic ailments to take leave.

I urge you to re-consider these regulations.

about the proposed changes. You can download it at www.tdu.org/fmla. Be sure to post it on every open bulletin board where you work.

- **Send an email to anyone who might be interested.** This isn’t just for Teamsters—anyone can send in a comment. Go through your address book

and send a note to everyone who you think might take action.

We can stop the DOL from watering down FMLA. Employers are using every tool at their disposal to win these new rules. Let’s get creative and get working to stop these changes.

Los Angeles Local 396:

Waste Management Teamsters Unite Behind Fired Shop Steward

Teamster sanitation workers across Los Angeles have launched a solidarity campaign in support of Jose Morales, a shop steward who was fired for opposing Waste Management's attacks on members' rights.

On March 10, Waste Management terminated Jose Morales, a shop steward who was a rank-and-file leader during a Local 396 strike against the company in Los Angeles last fall.

The dispute with Waste Management began after the company distributed digital cameras to all drivers in its Sun Valley yard and instructed them to take photos

of overloaded trash bins on their routes.

After Morales reported that he had mistakenly been issued two digital cameras—and returned one of the cameras to management—the company fired him on bogus charges of “dishonesty.”

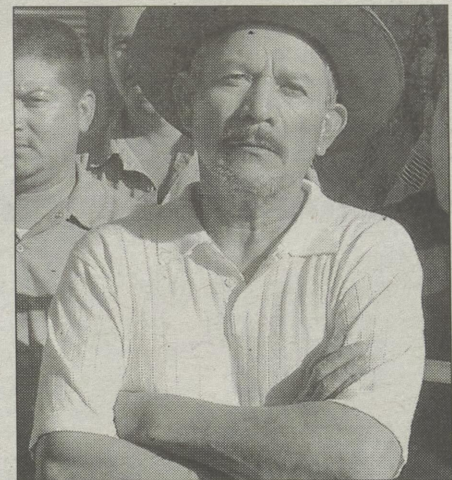
The real reason that Morales was fired is that he publicly criticized the company for cutting members' health benefits and

organized against management efforts to impose weak contracts and permanently replace Teamster strikers.

Local 396 is taking Brother Morales' case to arbitration.

Sanitation and UPS Teamsters are uniting to defend their fired Teamster brother. They are circulating a petition to demand that Waste Management immediately reinstate Morales.

“We're taking action because Teamsters need to support one another and send the company a message that we are united for justice for all sanitation workers,” said Jose Luis Plascencia, a Local 396 member employed by Waste Management in the Sun Valley district.



Jose Morales

Waste Management Pays for Trashing Oakland

Waste Management continues to pay the price for recklessly locking out 481 Teamsters in Oakland last summer.

The company has been forced to pay \$7.9 million to settle legal action taken by the city of Oakland, after Waste Management caused garbage to pile up across the city by locking out Local 70 Teamster for four weeks.

Waste Management will spend \$4.86 million to improve trash pickup and recycling services and pay \$3 million in refunds and credits to customers who missed pickups during the lockout, when company scabs failed to do the job right.

Management initiated the lockout to

try to force through concessions, including healthcare cuts. They miscalculated. The Teamsters mobilized broad labor and community support, and as trash piled up, public sentiment turned against Waste Management.

Oakland mayor Ron Dellums called the lockout a “dress rehearsal” for contract negotiations with Teamsters Local 396 in Los Angeles. Local 396 officials didn't get the message and failed to prepare the membership or organize public support.

As a result, the company was able to force 500 Waste Management Teamsters in LA into an inferior healthcare plan. If

the company's healthcare contributions do not keep pace with the rising cost of healthcare, Local 396 members will have to make up the difference out of their pocket.

Other wastehaul employers have been able to force hundreds more Local 396 members to accept similar concessions.

The Teamster victory in the Waste Management lockout shows that our union can beat corporate greed when we mobilize rank-and-file power and community support.

We need to put that formula to work for wastehaul Teamsters across North America.



Waste Management must pay \$7.9 million for garbage that piled up during their four week lockout of Local 70 Teamsters in Oakland, Calif.

Members Walk Out, Rally to Win Strong Contract:

Teamster Showdown at AmerisourceBergen

Warehouse Teamsters in Washington state are fighting union-busting tactics at AmerisourceBergen—a major pharmaceutical supplier to Teamster Health & Welfare funds. Now our union is turning up the heat on the company to bargain in good faith.

The Teamsters are turning up the heat on AmerisourceBergen Corp. (ABC) after the drug wholesaler broke the law and refused to bargain in good faith with our union.

ABC is one of the biggest pharmaceutical distributors in the country and a major supplier for Teamster Health and Welfare plans.

Local 117 members at the wholesaler's warehouse in Kent, Wash. have been negotiating with the pharmaceutical

giant for over a year.

The National Labor Relations Board has said the company violated U.S. labor law by refusing to bargain in good faith and unilaterally changing production standards and eliminating senior day shift positions without talking to the union.

In January, members walked off the job for a day to jump start talks. Then in February, workers traveled to the company's annual shareholder meeting in Philadelphia and threatened more walk-

outs if the company continued to stall bargaining.

In the event of another strike, ABC says it will use replacement workers to keep their operation running—even going so far as to parade temps through the Kent warehouse.

Now Teamster Health and Welfare funds are getting involved. Over 50 Teamster trustees have sent letters to their

fund's pharmacy providers, asking about their relationship to ABC and urging them to make plans to choose another supplier in the event of a strike or lockout. Some funds have even put out new bids for replacements to ABC.

The pressure is starting to work. After the rally in February, the company put an improved contract offer on the table.

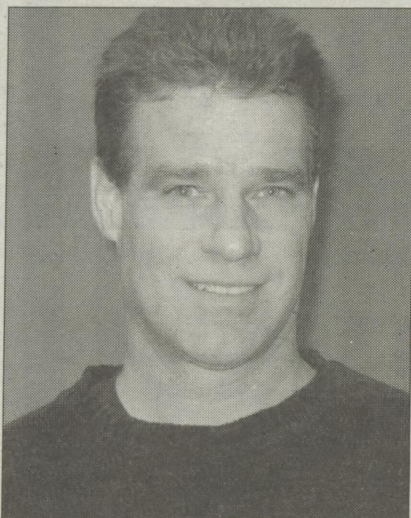
Showdown at ABC: You Can Help

Our union has to keep the heat on to win at AmerisourceBergen, and you can help. If your local has its own H&W fund, ask them if they use ABC, and encourage them to send a letter to the company.

From Apathy to Action

Members Get Organized to Turn Our Union Around

Baltimore Teamsters Launch Petition Drive against Pension Cuts



"Our members have had four cuts to our pension and health and welfare funds—and together these cuts will cost me about \$500 a month when I retire."

"Our members want to know when their benefits will be restored. We've started a petition drive and we're taking it across the local to get answers about our benefits."

Art Dorsch
Local 355, UPS
Baltimore

Chicago Members Get Organized to Turn Around Years of Neglect

"For years, members got no information from our union. No one ever talked to them. They never knew what was going on with the union."

"Now there's a new sheriff in town."

"We have years and years of mess to clean up. It won't happen overnight. We're going to stick with it and get results."

Yvette Gardner
Local 743, Provident Hospital



Not a TDU Member? Join Today

A TDU membership is \$40 a year, and it all goes to help build a stronger future for our union. We're stronger when we work together.

Pension cuts. Givebacks. Apathy. There are a lot of reasons why it's hard to build a strong union today.

But that isn't stopping the thousands of concerned members from across the country who are getting organized and working together to put our union back on the right track.

The more of us who chip in, the stronger we can be. Here's how you can be a part of our movement.

► Keep Members Informed

Pass along your copy of *Convoy*, or better yet get a bundle. Contact TDU for more info: (313) 842-2600.

► Come to the TDU Convention

Hundreds of Teamsters will come together for educational workshops and meetings at the annual TDU Convention, Oct. 24-26 in Cleveland.

► Hold a Meeting or a Workshop

TDU members put together workshops on pension issues, grievance problems, and winning strong contracts. Talk to a TDU organizer about setting up a meeting in your area: (313) 842-2600.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.